

# ANNEX W: Guidance for Programmatic Considerations

This is a tool referenced in the [Resource Mobilization](#) section of Chapter 8: Manager Guidance Notes & Tools. This tool provides a table of guiding questions from the International Rescue Committee (IRC) for using ASRH assessment findings to determine staffing and budget needs.

Goal	Questions
<b>To determine whether you should budget for an ASRH focal point/officer / manager</b>	<p>Based on the findings of your assessment, do any of your existing staff have the required knowledge, skills and supportive attitudes towards the provision of ASRH?</p> <p>Does the project team, in its current structure, have the capacity to coordinate and implement additional facility, community, and monitoring and evaluation activities necessary to implement ASRH programming? Or is additional support and/or staffing needed?</p> <p>Ideally, a new ASRH project would have ASRH staff dedicated to the project to ensure high-quality programming. If funding is restricted, staff working on SRH can be trained on ASRH and have part of their time dedicated to the ASRH project.</p> <p><b>IMPLEMENTATION CONSIDERATION: HIRING ASRH STAFF</b></p> <p>While having a dedicated ASRH person on all projects would help ensure prioritization and implementation of ASRH activities, this is not always feasible within program budgets and staffing structures. Be realistic with your budget. If your organization does not have sustained funding to support an ASRH position, think about instead advocating for a portion of time to be dedicated to ASRH from an SRH position. This person can be trained (using tools and resources from this toolkit) on how to provide SRH programming that is responsive to adolescents' needs.</p>
<b>To determine training needs</b>	<p>Based on the findings from your assessment, what additional trainings will health providers need? Your own agency staff, including those from other sectors? Community health workers? Community leaders? Adolescents? Local stakeholders?</p>

<b>To determine health provider support</b>	Does the project design integrate activities aimed at improving health provider attitudes and are these activities budgeted for? Are ASRH supportive supervision and data review activities included? Beyond the initial phase of the emergency, has your organization assessed social and gender norms that influence ASRH?
<b>To determine what community-level activities are needed</b>	What community level activities should be implemented for adolescents? For their parents and other adult influencers? Can they be integrated into existing community mobilization strategies and platforms?
<b>To meaningfully integrate adolescent participation in the design, implementation and evaluation of the project</b>	What are the costs associated with ensuring adolescent participation in initial assessments and project design meetings? If a participatory framework will be used, are the required participation, outreach, and coordination activities budgeted for?

Source: ASRH Program Guidance Note (IRC, 2019).